

STATEMENT OF PURPOSE

RS29920C1 / H0014

The purpose of this legislation is to provide clarification and create flexibility within established compensation practices. Currently, all employee compensation increases require a satisfactory performance evaluation on file prior to granting the increase. This requirement restricts agencies from giving salary increases when necessary for internal equity or external market changes. Language will be added in 67-5309B and 59-1603 to clarify that salary increases based on performance require a current evaluation to be on file and that other salary increases may be given based on internal equity or external market changes.

This change will allow agency heads to recruit and retain state employees more effectively

FISCAL NOTE

This legislation will have no impact on the state's General fund or any dedicated fund or federal fund because agencies granting compensation increases to eligible state employees must use existing budget appropriations to cover the cost.

Contact:

Michelle Peugh, HR and Programs Officer
Division of Human Resources
(208) 854-3073
Representative Matthew Bundy
(208) 332-1000

DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).